

MINUTES OF THE COMMISSION FOR HUMAN RIGHTS

January 30, 2015

A regular meeting of the Commission for Human Rights was held on Friday, January 30, 2015. Present at the meeting were Commissioners John B. Susa, Chair, Iraida Williams Angelyne E. Cooper, Esq. and Alberto Aponte Cardona, Esq. Absent were Commissioners Tolulope Kevin Olanoye, Esq., and Camille Vella-Wilkinson. The meeting commenced at 9:50 a.m. Commissioner Rochelle Bates Lee arrived at 10:20 am

Commissioner Williams moved to approve the minutes of December 12, 2014. Commissioner Cardona seconded and the motion carried unanimously.

Status Report of Michael D. Évora, Executive Director

A written report was handed out. All new information is in bold print.

Case Production Report – Attached

Aged Case Report – No aged cases to report.

Outreach Report – Attached

STATUS REPORT – COMMISSIONERS

OUTREACH: No Outreach was reported at this time.

GENERAL STATUS: A notice of meeting dates and times was handed out to Commissioners. The Commissioners then agreed to change the meeting time to 12:00 noon for the remainder of 2015.

The Commissioners up for reappointment in July are Dr. Susa, Rochelle Bates Lee and Angelyne E. Cooper.

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STATUS REPORT – LEGAL COUNSEL: by Cynthia M. Hiatt

LITIGATION: Counsel and the Commissioners reviewed pending litigation in which the Commission has a role. Report attached.

LEGISLATION: No Discussion at this time. A report on pending bill relating to civil rights issues was distributed.

HEARING SCHEDULE/STATUS OF HEARING CASES: Commission Counsel discussed with the Commissioners the hearing schedule.

The meeting adjourned at 10:30 a.m. The next regular meeting of the Commission is February 27, 2015 at 12:00 noon.

Respectfully Submitted,

Michael D. Evora
Executive Director

Notes taken by B. Ross

**EXECUTIVE DIRECTOR'S
REPORT TO COMMISSIONERS
30 January 2015**

I. BUDGET

S = State/General Revenue; F = Federal (EEOC/HUD); T = Total

	FY 2014	FY 2015	FY 2015	FY 2015	FY 2016
	(Rev.)	(Gov. Rec..)	(Enacted)	(Rev. Req)	(Req.)
S	1,146,066	1,193,083	1,193,083	1,206,185	1,231,273
F	317,367	287,096	287,096	332,950	319,355
T	1,463,433	1,480,179	1,480,179	1,539,135	1,550,628

On June 13, the House passed a budget which included funding for the Commission consistent with the Governor's recommendations for FY14 and FY15 (see above). The Senate passed the budget on June 16, 2014 and it was signed by the Governor on June 19, 2014.

The Commission's FY15 (Revised) and FY16 (Requested) budget requests were submitted to the Governor, House/Senate Fiscal Advisors and Budget Office officials on September 12, 2014. See above for details.

On January 26, I submitted the Commission's FY15 Second Quarter Report to the State Budget Office. The Commission projects a deficit of approximately \$13,100 in General Revenue at the close of FY15, attributable to the recently implemented (and unanticipated) two percent salary increases for staff, and over-budget expenses for leasing of office equipment. The Commission also projects a deficit of approximately \$45,800 in Federal Revenue at the close of FY15,

attributable in large part to the two percent salary increases as well as expenses for the Community Liaison Specialist, funded out of the HUD Special Projects Grant (which was not included in the FY15 enacted budget).

II. FEDERAL CONTRACTS

EEOC – For federal FY12 (ending September 30, 2012), according to EEOC Project Director Marlene Toribio, we closed 237 co-filed cases.

Our contract with EEOC for FY12 was for 235 cases. For federal FY13 (ending September 30, 2013), we closed 201 co-filed cases. Our contract with EEOC for FY13 was for 199 cases. For federal FY14 (ending September 30, 2014), we closed 232 co-filed cases. Our modified contract for FY14 was for 230 cases. For federal FY15 (beginning October 1, 2014), we have closed 52 co-filed cases. Our contract for federal FY15 is yet unknown.

HUD – For FY12, according to HUD Project Director Angela Lovegrove, we took in 40 new housing charges, 37 of which were co-filed with HUD, and we processed 45 housing charges, 43 of which were co-filed with HUD. For FY13, we took in 51 new housing charges, all of which were co-filed with HUD, and we processed 50 cases, 47 of which were co-filed with HUD. For FY14, we took in 49 new housing charges, 47 of which are co-filed with HUD, and we processed 51 cases, 50 of which were co-filed with HUD (three of these processed cases were post-PC conciliations). For FY15

(beginning July 1, 2014), we have taken in 79 new housing charges, 51 of which are eligible to be co-filed with HUD. (26 were not eligible for co-filing and two were deferred to HUD for investigation due to internal conflicts.) Within this same time period, we have processed 33 cases, 26 of which were co-filed with HUD; one of these processed cases was a post-PC conciliation.

UPDATE ON HUD PARTNERSHIP GRANTS – The first grant, for approximately \$56,000, was for a targeted outreach (including development of training/education materials) to the LGBT community and victims of domestic violence. On March 17, former Investigator Susan Pracht began a nine-month position as Community Liaison Specialist overseeing the implementation of the LGBT/Domestic Violence grant. The project is complete. Susan Pracht has submitted her final report to HUD. Because the project came in under budget (by approximately \$11,500), we are requesting that HUD permit us to use leftover grant funds to produce a general fair housing brochure, poster and Power Point presentation for use in outreaches going forward, and to conduct several fair housing outreaches throughout the state.

III. PERSONNEL

No new information.

IV. OUTREACH – Refer to attached report.

V. GENERAL STATUS

●Meetings with staff members – I continue to meet monthly with individual investigative staff members to monitor case production.

●Case Closures – Refer to attached report.

In FY11, we processed 422 cases; in FY12, we processed 411 cases (approx. 3.5% decrease). For FY13, we processed 389 cases (approx. 5% decrease from FY12). For FY14 (beginning July 1, 2013), we processed 376 cases (decrease of approx. 3% from FY13). For FY15 (beginning July 1, 2014), we have processed 182 cases (compare to 182 cases in this same time period in FY14).

●Aged Cases – There are no aged cases in the Commission's inventory for federal FY15 (beginning October 1, 2014).

●Overall Case Inventory – The Commission had over 1000 cases in its inventory at the end of FY 1998. We ended FY11 with 323 cases in inventory, FY12 with 255 cases, FY13 with 265 cases, and FY14 with 290 cases. As of 1/14/15, we had a total of 335 cases in inventory; 23 of these cases were pending assignment.

●New Letterhead – The Commission has ordered and received new letterhead to include the names of our new Commissioners.

Once we have depleted our current stock, we will begin using this new letterhead.

●New Commissioner Photos – I would like to schedule a day on which the new Commissioners can come to the office to sit for formal Commissioner photographs, to be displayed in the Hearing Room. The photographer has been contacted and is awaiting word from me.

●Annual Report – the FY14 Report is about two-thirds complete. I hope to have it to the printer in late February.

●Performance Management Initiative – The Governor's Performance Management Team has noted that the Commission is one of the only state agencies that consistently complies with the Performance Management Directive in a complete/timely manner.

Respectfully submitted,

Michael D. Évora

Executive Director

Attachments